

ICS Board of Directors
Open Session Meeting Minutes
February 7, 2018

Present: Sommer Drake, Justin Thundercloud, Diane Amour, Carrie McGhee Gleba, Carmen Flores

Also present: Jason Dropik, Dr. Anthony Brazouski, Bonnie Thielecke, Tom Oechler, Dr. Mark Powless, Debbie Martindale

Also present: Beth Stawski, Michelle Boyd, Josefina Garcia-Mondragon

Sommer Drake called the meeting to order at 5:46 p.m.

Dr. Anthony Brazouski led the group in prayer and a moment of silence.

Carrie McGhee Gleba read the Mission Statement.

Ms. Drake welcomed three visitors to the meeting: Michele Boyd, Josephina Garcia-Mondragon and Beth Stawski. The Board introduced themselves to the guests.

Ms. Garcia-Mondragon and Ms. Boyd spoke during public comment about their concerns regarding the termination of an employee. Both also stated they felt that disciplinary actions for students should be strengthened.

Mr. Dropik thanked them for coming to the school and speaking to the Board. He stated that because they spoke to a personnel matter, the Board and staff are unable to directly address their comments. He did explain that protocols and procedures and support systems are in place to be used by staff when warranted.

Carmen Flores joined the meeting at 6:00 p.m.

Ms. Stawski, Ms. Boyd and Ms. Garcia-Mondragon departed the meeting at 6:02 p.m.

The meeting convened to Executive session at 6:03 p.m.

The meeting reconvened to Open Session at 6:07 p.m.

A break was taken at 6:07 p.m.

The meeting returned to Open Session at 6:11 p.m.

Martha Crooks joined the meeting at 6:11 p.m. and was introduced to the Board after which she provided Board Docs training to everyone in attendance.

Ms. Crooks departed the meeting at 6:56 p.m.

A break was taken at 6:56 p.m.

The meeting returned to Open Session at 7:03 p.m.

It was moved by Carrie McGhee Gleba and seconded by Justin Thundercloud to approve the Board Strategic Planning Retreat minutes of January 21, 2018. The motion carried. (5-0-0)

The January 17, 2018 Executive Session minutes were tabled to the February 21, 2018 Executive Session.

Facilities: Tom Oechler reported

- Damage from water pipe break is complete at a cost of \$75,000 which will be covered by insurance.
- Progress is being made with the heated walkways.
- Benches have been put in on the boardwalk. Railings are targeted by the end of the month. Areas that are not part of the new walkway need to be shoveled and salted.
- Buckthorn and honeysuckle removal has begun.

Finance Report: Tom Oechler reported

- Have responded to the bond tax exempt audit and are awaiting a response.
- Calendar year details have been completed.
- Insurance renewals are being reviewed.

Mr. Oechler reviewed the financial information with the group.

Chief Academic Officer Report – Dr. Anthony Brazouski:

- Stated the document formerly titled, “Academic Strategic Plan” has been changed to “Academic Action Plan”, and that the goals and specific objects of the Academic Action Plan have been aligned to the Organization Strategic Plan.
- Reviewed the steps taken thus far within the Academic Action Plan.
- Explained the various documents within his report and how data was gathered.
- Explained the ICS Natural Resources/Connections to Mother Earth project.
- Reviewed the proposed Academic Calendar for 2018-2019 and explained the following changes:
 - New staff arrive on the August 20th.
 - All staff report on August 23rd.
 - August 27th is Family Orientation Night.
 - Students return on August 29th.
 - Students will have no school the week of Thanksgiving, but staff will have two professional growth days.
 - Winter break is from December 24 to January 2nd.
 - Spring break is April 15-19.
 - Last day of school is June 7th.
 - A Professional Development day will be held every month except April.
 - School day will be 8:00 a.m. to 3:15 p.m. This will allow teachers to work collaboratively at the end of the day. After school students will be supervised by non-academic staff prior to the beginning of any after school activities.

It was moved by Justin Thundercloud and seconded by Carrie McGhee Gleba to approve the 2018-2019 Academic Calendar. The motion carried. (5-0-0)

Dr. Brazouski further reported:

- A technology inventory review of our practices was done last week and we will be receiving an in-depth report to review how to move forward and best serve our students.

- The Educator Effectiveness Model is in process. One announced observation which is 50 minutes was held with each teacher. Two mini unannounced observations of 15 minutes each will also be taking place.
- The math curriculum recommendation will be received on February 9, 2018 from the Math team.
- The duties and reasoning behind the request to have a full-time Math Coach position. He reported that this recommendation has been endorsed by Runninghorse Livingston and the Academic Committee.

It was the consensus of the Board that the position description for the Math Coach be sent to the Personnel Committee for further review.

- That four teachers attended the Add+Vantage Math Recovery four-day course and explained the purpose and results of the training.
- There will be a professional growth day on Friday and shared the agenda with the group.

Diane Amour acknowledged that Dr. Brazouski showed the Board part of his Academic Action Plan and it should be noted that the other Direct Reports need to prepare their plans.

Interim Culture Coordinator Report – Dr. Mark Powless reported:

- It is exciting to see all the opportunities that exist at the School and how many things are being done culturally.
- Is still meeting with teachers and others.
- Board direction for the Bruchac dinner is needed.

It was the consensus of the Board that the plans for the dinner for Joseph Bruchac should proceed as revised and that the dinner be held at the Packing House.

Head of School Report – Jason Dropik reported:

- One of our 8th grade students applied for and received the Van Dyke Scholarship for attendance at University School.
- Daily attendance is lower than we desire and plans are being created to help raise it.
- Behavior reports are getting closer to the desired number.
- Mentoring sessions continue to be dedicated to the museum exhibit project.
- A culture is being built where teachers are part of the decision making process.
- The Memorandum of Understanding with Ignace is being worked on and will be brought to the board when completed for approval.
- Family Resource Center activities continue to move forward.

A meeting with the Family Resource Center (FRC) is scheduled for February 8 to discuss how we help our students as they move from ICS to high school. Discussion will also be held on how we can support the whole family not just early childhood programming. It was asked how much time is involved with working with the students, what are we doing to provide service, what is the impact of the service provided to the students. The Board requested to see data for the past two years.

Committee Reports:

Academic – Sommer Drake reported that some eighth grade students did not pass their high school placement exams, even though they recorded a 3.0 GPA at ICS. Mr. Dropik stated that grading practices are being reviewed. Discussion of bringing recess or lunch supervisors in to open up more prep time for teachers.

Community Relations – Diane Amour reported the committee met twice. One meeting was for choosing the domain name for the new website. The name is ics-edu.org. At a second meeting we decided to buy additional domain names. The website is live but has not been publicized. The school will be changing email addresses to be more in-line with the website domain change. The committee will decide on a date to announce everything at once. Website procedures will be worked on and ready by the end of February. Herb Powless walked on, and we would like to acknowledge him and will be sending the acknowledgement and the clip of his interview from the history film to his family. The staff appreciation event will be May 19, and will be for staff only, no families. A staff and family Welcome Back event is being planned for August 25th. Siobhan Marks will begin working at ICS on February 12 as the Communications and Marketing Director and will be reporting to Jason Dropik.

Scholarship – Justin Thundercloud reported the committee worked on the requirements of the college scholarship program. The committee still needs to determine the early submission time window. Mr. Thundercloud asked that the members review the scholarship details and respond to him with any comments. The Committee would like to include the program in the 2018-2019 budget. He also stated that applying for the scholarship would be an online application process.

Mr. Dropik reported that he received a written request from Widening the Circle for a donation to their conference. They are requesting a donation of \$1,500 to help support the cost of the conference.

It was moved by Justin Thundercloud and seconded by Diane Amour to donate \$500 to the Widening the Circle Conference. The motion carried. (5-0-0)

Mr. Dropik reported that he has been asked to be a member of the Engagement Review Team for the Oneida School Accreditation process.

It was the consensus of the Board that Jason Dropik accept the invitation to be a member of the Engagement Review Team for the Oneida School Accreditation process.

Discussion of requests for donations will be tabled at this time.

Diane Amour directed the group to the revised Culture Committee description. The Culture Committee is requesting approval of the revised description.

It was moved by Carrie McGhee Gleba and seconded by Sommer Drake to approve the revised Culture Committee Description as reviewed on February 7, 2017. The motion carried. (5-0-0)

Carrie McGhee Gleba reported that she has scheduled an Electa Quinney meeting for February 28, 2018. The meeting will begin at 4:30 p.m. and will be held at the University Club.

The meeting adjourned at 10:32 p.m.

Respectfully submitted,



Diane Amour, Board Secretary

2/21/2018
Date Approved

